

**KPLV-FM, KSNE-FM, KWNR-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2013 - May 31, 2014**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Content Director	1-4, 7-10, 17, 19-22, 24-27, 30-36	8
General Sales Manager	1-4, 7-9, 11-13, 15, 17, 19-28, 30-33, 35, 37	15
Account Executive	1, 3-9, 11-13, 15, 17-28, 30-33, 35, 37	11
Account Executive	1, 3-9, 11-13, 15, 17-28, 30-33, 35, 37	28
Account Executive	1, 3-9, 11-13, 15, 17-28, 30-33, 35, 37	5
Account Executive	1, 3-9, 11-13, 15, 17-28, 30-33, 35, 37	12
Account Executive	1, 3-9, 11-13, 15, 17-28, 30-33, 35, 37	28
Marketing Assistant	1, 3-4, 7-11, 15-17, 19-22, 24-26, 30- 33, 35-36	16
On Air Personality	1-4, 7-9, 17, 19-22, 24-25, 30-33, 35	8
Sales Assistant	1, 3-4, 7-9, 11, 13, 15, 17, 19-22, 24- 25, 30-33, 35-36	11
Account Executive	1, 3-4, 7-9, 11-12, 14-15, 17-22, 24-33, 35, 37	11
Account Executive	1, 3-4, 7-9, 11-12, 14-15, 17-22, 24-33, 35, 37	28

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Career Services Manual Posting	N	3
3	Art Institute of Las Vegas 2350 Corporate Circle Henderson, Nevada 89074 Phone : 702-992-8541 Url : http://ai.artschools.com/artinstitutes/lasvegas.ph Email : fbutvich@aai.edu Fax : 1-702-992-8532 Fran Butvich	Y	0
4	Bureau of Vocational Rehabilitation 3016 W. Charleston Blvd. #200 Las Vegas, Nevada 89102 Phone : 702-486-5230 Url : http://nvdetr.org/ Email : mrsanchez@nvdetr.org Fax : 1-702-486-5088 Monica Sanchez	N	0
5	Call In	N	1
6	Career Fair	N	5
7	Champion Center of Las Vegas 3900 E. Bonanza Road Las Vegas, Nevada 89110 Phone : 702-452-1300 Email : reginafloyd@gmail.com Regina Floyd	Y	0

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8	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.clearcareers.com">http://www.clearcareers.com</a> Clear Channel Corporate Manual Posting	N	16
9	College of Southern Nevada Workforce Development 6375 W. Charleston Blvd. Las Vegas, Nevada 89146-1164 Phone : 702-651-4144 Url : <a href="http://www.csn.edu">www.csn.edu</a> Fax : 1-702-651-4612 Erica O'Toole	N	0
10	Current Employee	N	4
11	Employee Referral	N	16
12	Former Employee	N	4
13	Former Employee Referral	N	3
14	Hispanic American Partnership Inc. 2950 S. Rancho Drive Ste 102 Las Vegas, Nevada 89102 Phone : 702-432-4274 Url : <a href="http://HAPINV.ORG">HAPINV.ORG</a> Email : <a href="mailto:mzamora@hapinv.org">mzamora@hapinv.org</a> MARLENE ZAMORA	Y	0
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com/">http://www.indeed.com/</a> OpenHire Source Manual Posting	N	9
16	Internal Transfer/Promotion	N	1
17	Jewish Family Service Agency 4974 S. Eastern Ave. Suite C Las Vegas, Nevada 89119 Phone : 702-732-0304 Url : <a href="http://jfsalv.org/">http://jfsalv.org/</a> Email : <a href="mailto:alycet@jfsalv.org">alycet@jfsalv.org</a> Fax : 1-702-794-2033 Alyce Thomas	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Job Fair	N	2
19	Las Vegas - Clark County Urban League 1058 W. Owens Las Vegas, Nevada 89106 Phone : 702-483-4200 Url : www.lvccul.org Fax : 1-702-483-4211 Career Services	N	0
20	Las Vegas Indian Center 2300 W. Bonanza Rd. Las Vegas, Nevada 89106 Phone : 702-647-5842 Url : www.lasvegasindiancenter.org Email : rulonpete@lvcoxmail.com Rulon Pete	N	0
21	Las Vegas Metro Chamber of Commerce 8363 W. Sunset Rd. Suite 250 Las Vegas, Nevada 89113 Phone : 702-641-5822 Url : www.lvchamber.com Email : ddamron@lvchamber.com Fax : 1-702-735-0406 Donna Damron	N	0
22	Latin Chamber of Commerce 300 N. 13th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Url : lvlcc.com Fax : 1-702-385-2614 Edward Dorville	N	0
23	Linked In	N	5
24	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
25	Nevada Broadcasters 1050 E. Flamingo Rd. Suite S-110 Las Vegas, Nevada 89119 Phone : 702-794-4994 Url : nevadabroadcasters.org Email : earlene@nevadabroadcasters.org Fax : 1-702-794-4997 Earlene Lefler	N	0
26	Nevada Partners 710 W. Lake Mead Blvd. Las Vegas, Nevada 89030 Phone : 702-924-2155 Url : www.nevadapartners.com Email : jrael@nevadapartners.com Fax : 1-702-924-1600 Janice Rael	N	0
27	Nevada Public Computer Centers/The Learning Center 250 N. Eastern Las Vegas, Nevada Phone : 702-365-8885 Url : www.nvpcc.org Email : patricia.thomas@tlclasvegas.com Patricia Thomas	Y	0
28	Non-Employee Referral	N	6
29	On Air Recruitment Ad	N	3
30	Station Website/KPLV-FM 2880-B Meade Ave. #250 Las Vegas, Nevada 89102 Phone : 702-238-7406 Url : http://931theparty.com/pages/jobs.html Fax : 1-702-238-7415 Human Resources Manual Posting	N	0
31	Station Website/KSNE-FM 2880-B Meade Ave. #250 Las Vegas, Nevada 89102 Phone : 702-238-7406 Url : http://ksne.com/pages/jobs.html Fax : 1-702-238-7415 Human Resources Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
32	Station Website/KWNR-FM 2880-B Meade Ave. #250 Las Vegas, Nevada 89102 Phone : 702-238-7406 Url : <a href="http://kwnr.com/pages/jobs.html">http://kwnr.com/pages/jobs.html</a> Fax : 1-702-238-7415 Human Resources Manual Posting	N	0
33	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : <a href="mailto:announcements@thefreeformradioinitiative.org">announcements@thefreeformradioinitiative.org</a> Scott McWilliams	N	0
34	Traffic Directors Guild of America 26000 Avenida Aeropuerto Building 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : <a href="http://www.tdga.org">www.tdga.org</a> Fax : 1-949-429-7083 Larry Keene Manual Posting	N	0
35	United States Veterans Initiative 525 E. Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-366-0456 Url : <a href="http://usvetsinc.org/">http://usvetsinc.org/</a> Email : <a href="mailto:jbeverly@usvetsinc.org">jbeverly@usvetsinc.org</a> Fax : 1-702-307-6985 Jamie Beverly	Y	0
36	UNLV Career Services 4505 S. Maryland Pkwy. Box 456004 Las Vegas, Nevada 89154-9900 Phone : 702-895-3928 Url : <a href="http://hire.unlv.edu">http://hire.unlv.edu</a> Fax : 1-702-895-4661 Randy Pearson Manual Posting	N	0
37	Walk In	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>82</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/17/2013	Participation in scholarship programs	On August 17, 2013, employees from our SEU attended the annual Nevada Broadcasters Hall of Fame Gala, held at the Red Rock Resort, which raises scholarship money to be awarded to Nevada students. The Foundation looks for the very best broadcasting and communications students in Nevada and makes it easier for them to pursue their dreams. Our Market Manager was the President of the Nevada Broadcasters Association Board of Directors, and one of our Sales Managers volunteered their time to assist with both participating in and planning this event.	4	Market Manager General Sales Manager KWNR Program Director Account Executive
2	10/9/2013	Establishment of an intern program designed to assist members of the community	FALL 2013/SPRING 2014: From October 2013 through May 2014, our SEU hosted three student interns. Two interns were hosted from the Las Vegas High School PAL Program, and one intern was hosted from the University of Nevada Las Vegas. These students learned about and experienced careers in broadcasting by working with our promotions department with the following activities: attending and assisting with remotes, assisting in marketing and online marketing functions, aiding in the development of social media strategies, preparing for special events, and helping with the creation of proposals. These interns were supervised by our Marketing Director and Marketing Assistant.	4	Marketing Director Marketing Assistant
3	1/23/2014	Participation in Job Fairs	On January 23, 2014, our SEU participated in a job fair hosted by the Las Vegas Review Journal at the Palace Station Hotel & Casino in Las Vegas. Station participants included our Sales Manager, who spoke about career opportunities in broadcasting.	2	General Sales Manager General Sales Manager

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4	3/5/2014	Participation in Job Fairs	On March 5, 2014, our SEU participated in a job fair hosted by the Las Vegas Review Journal at the Suncoast Hotel & Casino in Las Vegas. Station participants included our Sales Manager, who spoke about career opportunities in broadcasting.	2	General Sales Manager General Sales Manager
5	3/13/2014	Provision of training to management	On March 13, 2014, our SEU participated in an AE On-Boarding webinar and conference call training session designed to standardize the hiring process of Account Executives across the company, and reduce potential discrimination issues. This new on-boarding process was designed to compare candidates in a fair environment and establish consistent systems for all Clear Channel markets. Sales Managers were trained on a 3 step process to evaluate personality type and skill set to determine the best hire for success. Sales Managers were trained on how to prevent discrimination by following these standardized screening processes.	2	General Sales Manager General Sales Manager